

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Reclamation: BOR (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Number of Complaints Filed	34	40	47	34	47	17
Number of Complainants	32	39	42	31	46	17
Repeat Filers	2	1	3	2	1	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Race	8	8	11	9	14	4
Color	3	3	8	8	3	1
Religion	1	2	3	1	4	1
Reprisal	23	29	30	20	26	4
Sex	16	12	21	13	19	4
PDA	0	0	1	0	0	0

National Origin	4	6	5	3	5	3
Equal Pay Act	0	0	1	0	1	0
Age	21	17	24	15	15	10
Disability	13	23	25	18	8	1
Genetics	0	0	0	0	0	0
Non-EEO	1	0	1	3	6	1
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2014	2015	2016	2017	2018	
Appointment/Hire	5	3	3	2	5	2
Assignment of Duties	4	3	7	2	8	2
Awards	0	0	0	1	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	0	1	0	1
Reprimand	4	2	4	2	0	0
Suspension	2	3	3	2	0	0
Removal	1	1	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	5	8	8	2	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	23	27	17	21	8

Sexual	1	0	3	0	1	0
Medical Examination	0	2	0	0	0	0
Pay including overtime	0	0	2	1	0	0
Promotion/Non-Selection	9	2	9	8	7	1
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	2	0	1	0	0
Reasonable Accommodation Disability	2	4	13	5	3	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	1	1	1	0
Termination	4	3	6	2	1	1
Terms/Conditions of Employment	5	7	4	4	3	1
Time and Attendance	1	4	5	3	2	0
Training	0	1	3	2	1	0
Other						
User Defined - Other 1	0	0	0	0	0	2
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	221.87	212.76	194.60	211.05	326.04	355.67
Average number of days in final action	205.81	46.75	53.18	58.22	154.50	140.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	203.25	205.30	192.67	211.07	341.08	0
Average number of days in final action	25.29	27.50	25.00	22.50	60.00	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	296.33	229.90	198.75	211.75	306.50	331.50
Average number of days in final action	371.00	56.38	67.36	101.75	173.40	178.00
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	0	4	3	8	3	3
Average days pending prior to dismissal	0	181.5	73.67	96.5	126.33	535.67
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	3	2	0	3	3

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Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Total complaints from previous Fiscal Years	22	35	21	35	38	72
Total Complainants	22	32	20	31	35	68
Number complaints pending						
Investigation	0	0	0	5	4	39
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	20	33	21	29	33	40
Final Agency Action	3	1	0	3	4	8
Appeal with EEOC Office of Federal Operations	20	15	33	9	4	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-31
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	2	14	11	36